

## TJ Morris Ltd (Home Bargains) – Gender Pay Gap 2022 – Written Statement

This is our annual gender pay gap report for the snapshot date of 5 April 2022.

- Our mean gender pay gap is 10.8%.
- Our median gender pay gap is 0%.
- Our mean gender bonus gap is 29.2%.
- Our median gender bonus gap is 57%.
- The proportion of male employees receiving a bonus is 16.18% and the proportion of female employees receiving a bonus is 11.58%.

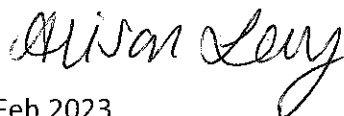
### Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	41.1%	58.9%	All employees whose standard hourly rate is within the lower quartile
B	25.6%	74.4%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	28.8%	71.2%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	56.1%	43.9%	All employees whose standard hourly rate is within the upper quartile
<p>A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.</p> <p>The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p>			

I, Alison Long, People Director, confirm that the information in this statement is accurate.

Signed:



Date: 24<sup>th</sup> Feb 2023